



DRP

DEMONSTRATION RESPONSE PLAN

2024 Edition

University of Illinois Urbana-Champaign Demonstration Response Plan

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Purpose

Demonstrations have long been recognized as an important means of expression protected by the First Amendment to the U.S. Constitution. The University of Illinois Urbana-Champaign has a strong commitment to free speech in terms of both the expression of an idea and the responses to that idea.

This Demonstration Response Plan (DRP) is intended to provide general guidance to our university community (students, faculty, staff, families, alumni, and visitors) concerning our response to demonstrations consistent with our shared priorities and institutional values. The university has a 6,370-acre campus that is host to more than 650 buildings that could be impacted by a demonstration. Continuity of operations is critical in fulfilling our educational mission, which is why we strive in setting consistent expectations for all expressive activities. With over 59,000 students, 14,000 employees, and hundreds of thousands of visitors to campus each year, the continuing safety of our campus community is our number one priority.

We encourage individuals and groups who plan to use the university as a site for a demonstration to contact the Office of the Vice Chancellor for Student Affairs and/or the University of Illinois Police Department (UIPD) in advance so we can plan for the safety of your demonstration.

Letter of Promulgation

This plan is approved and formally adopted as the University of Illinois Urbana-Champaign's Demonstration Response Plan, which details the University of Illinois Urbana-Champaign's strong commitment to free speech in terms of both the expression of an idea and the responses to that idea. It is designed to comply with all applicable federal and state laws and to provide the procedures to be followed in managing the issues related to disturbances arising from demonstrations on campus.

The Demonstration Response Plan as adopted and approved by the Chancellor shall be the controlling authority in regard to University of Illinois Urbana-Champaign demonstration response management, planning, and procedures. The Demonstration Response Plan shall supersede any procedure that conflicts with its provisions.

Adopted on the ____ of ____ 2024

Chancellor, University of Illinois Urbana-Champaign

Interim Vice Chancellor for Administration & Operations, University of Illinois Urbana-Champaign

Vice Chancellor for Student Affairs, University of Illinois Urbana-Champaign

Executive Director of Public Safety & Chief of Police, University of Illinois Urbana-Champaign

I. Overview

Philosophy

“Public universities like ours have a responsibility to be the place where public and open conversations about even the most difficult ideas and issues take place. As a society, we will not find new solutions to our most pressing challenges if we cannot even talk about them.”

— Robert J. Jones, Chancellor, University of Illinois Urbana-Champaign¹

The University of Illinois Urbana-Champaign endeavors to educate students to become responsible citizens of the world who exercise critical thinking. Our mission calls on us to provide a learning environment in which faculty, staff, and students can discover, examine critically, preserve, and transmit the knowledge, wisdom, and values that will improve the quality of life for all and help future generations thrive. This mission is advanced by ensuring a pursuit of learning and exchange of ideas that extends to every corner of our diverse human experience.

Protecting and promoting freedom of speech and expression is not only a fundamental constitutional right, it is the very bedrock of learning and is central to the university experience. It is vital that members of the university community feel free to express their views, regardless of how unpopular those views may be. While the First Amendment protects the right to express one’s views, it also allows the university to place reasonable time, place, and manner restrictions on that expression. The First Amendment does not guarantee the right to say anything, at any time, or in any place.² “A university’s mission is education, and decisions of [the United States Supreme] Court have never denied a university’s authority to impose reasonable regulations compatible with that mission upon the use of its campus and facilities.”³ “[E]ven in a public forum the government may impose reasonable restrictions on the time, place, or manner of protected speech, provided the restrictions are justified without reference to the content of the regulated speech, that they are narrowly tailored to serve a significant governmental interest, and that they leave open ample alternative channels for communication of the information.”⁴ To this end, demonstrations that impede or disrupt the academic mission, threaten research, interfere with the free speech of others, or threaten university or personal safety may prompt a response to ensure compliance with laws and university policies.

¹ <https://news.illinois.edu/view/6367/634563>

² *U.S. Postal Serv. v. Council of Greenburgh Civic Ass’ns*, 453 U.S. 114, 133 (1981) (The freedom to protest and debate the merits of competing ideas does not mean that individuals may engage in expressive activities “whenever and however and wherever they please.”)

³ *Widmar v. Vincent*, 454 U.S. 263, 267 n.5 (1981).

⁴ *Ward v. Rock Against Racism*, 491 U.S. 781, 791 (1989) (internal citations omitted).

Clear Communication of Rights and Responsibilities

The university will strive to ensure there is no confusion about the rights of individuals to express themselves and to assemble lawfully for that purpose. However, expression must not violate laws or university policies. Voluntary compliance with laws and university policies is the primary objective. The university will respond to the violation of such laws or policies as indicated in this DRP and may also employ a range of measures up to and including employee and student discipline and/or arrest.

Ongoing Relationship Building

The university endeavors to increase trust and understanding among university stakeholders and encourages demonstrators to engage in open lines of communication to increase ongoing opportunities for discourse and the raising of substantive concerns.

Transparent Decision-Making Processes

To ensure an effective university response to demonstrations, coordination between university representatives is essential. For any unknown situation or unassigned role it is expected that the Dean of Students, or designee, will be the point of contact. The university will evaluate events and demonstrations in manner consistent with applicable law and university policy, including the Expressive Activity on Campus Policy and the First Amendment to the U.S. Constitution.

Demonstration Response Objectives

The university shall not consider the content or viewpoint of Expressive Activities in responding to a demonstration. The objectives for any response are as follows:

- Safeguard the right to peacefully and lawfully engage in demonstrations as set forth in university policy including the Expressive Activity on Campus Policy.
- Attend to the physical safety of the campus community and of those involved in events and demonstrations;
- Ensure that demonstrations do not infringe on or prevent the exercise of the First Amendment right of speech of others;
- Ensure that the university's response does not discriminate, including harassment and related retaliation, based on any protected classification, including but not limited to, race, color, national origin, including actual or perceived shared ancestry or ethnic characteristics.
- Constructively engage with demonstrators as appropriate about their issues of concern;
- Work with event organizers and demonstrators to safely facilitate events and freedom of expression; and
- Minimize disruptions to university operations and damage to university property.

Disruptive Conduct

Peaceful and lawful demonstrations are permitted in outdoor, publicly accessible areas so long as they comply with university policy and are not substantially and materially disruptive to (1) teaching, study, research, or administration of the university; (2) the authorized use of university property, including meetings of university students, faculty, staff, administrators or guests; (3) the rights and privileges of other university community members; or (4) substantially interfere with another university community member's prior reservation, or substantially disrupt a scheduled university event.

As those who schedule events on campus have specific goals for their activity and have gone through relevant processes to arrange for that opportunity, they are not required to cede that opportunity to those who would disrupt the event and any livestream and/or recording of it for their own expressive activities.

Federal and state laws and university policies outline prohibited conduct that would not be tolerated under any circumstance, including during demonstrations. This section is not intended to imagine all possible law or policy violations that may occur during a demonstration. Rather, it is intended to guide the university and community about prohibited conduct and set expectations for acceptable behavior.

Federal and state laws and university policies that may govern demonstrations include but are not limited to:

- Campus Administrative Manual Policy on Expressive Activity on Campus (CAM FO-82)
<https://cam.illinois.edu/policies/fo-82/>
- Campus Administrative Manual Policy on General Use of and Access to University Property (CAM FO-15)
<https://cam.illinois.edu/policies/fo-15/>
- University of Illinois Campus Administrative Manual
<https://cam.illinois.edu/>
- Student Code
<https://studentcode.illinois.edu/>
- University Code of Conduct
https://ethics.uillinois.edu/compliance/university_code_of_conduct
- University Nondiscrimination Policy
<https://cam.illinois.edu/policies/hr-48/>
- State of Illinois Code of Personal Conduct
<https://www2.illinois.gov/sites/doit/tmpPersonnel/Documents/4Policies/Code%20of%20Personal%20Conduct.pdf>
- University of Illinois Statutes
<https://www.bot.uillinois.edu/governance/statutes>

- Civil Service Policy and Rules
<https://www.hr.uillinois.edu/cms/One.aspx?portalId=4292&pageId=5667>
- State University Civil Service System Statutes and Rules
<https://www.sucss.illinois.gov/pages/sar/default.aspx>
- Illinois Criminal Code, Interference with a Public Institution of Education (720 ILCS 5/21.2-2)
<http://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=072000050K21.2-2>
- National Fire Protection Association (NFPA), Life Safety Code
<https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=101>
- Title VI of the Civil Rights Act of 1964, 42 U.S.C §§ 2000d - 2000d-7
<http://www.gpo.gov/fdsys/pkg/USCODE-2008-title42/html/USCODE-2008-title42-chap21-subchapV.htm>
- First Amendment to the Constitution of the United State
<https://constitution.congress.gov/constitution/amendment-1/>

As outlined in Campus Administrative Manual Policy on Expressive Activity on Campus (CAM FO-82):

University Community Members and Visitors may use outdoor, publicly accessible areas of University Property for Expressive Activities, subject to the restrictions in the policy. The university shall not consider the content or viewpoint of Expressive Activities permitted by university policy when applying these restrictions.

Restrictions on Expressive Activities. University Community Members and Visitors may engage in such permitted Expressive Activities as long as their conduct complies with the restrictions set forth below. The university shall not consider the content or viewpoint of Expressive Activities permitted by university policy when applying these restrictions.

- Lawful Activities.** Conduct, must comply with applicable federal, state and local laws,, including but not limited to 720 ILCS 5/21.2-2 (Interference with a public institution of education) and 720 ILCS 5/26-1 (Disorderly conduct), and lawful directives and orders from federal and state governments, law enforcement agencies and public health authorities
- Compliance with University Policy.** Conduct must comply with applicable university policy, including but not limited to this policy, the General Use and Access to University Property Policy, the Open Flames Policy, the Student Code, and the Nondiscrimination Policy, including but not limited to provisions prohibiting harassment.
- Public Safety.** Conduct must not physically injure persons, damage or destroy University Property or property of another, or threaten to cause such injury or damage. Conduct must not create safety hazards or harm or threaten the physical health or physical safety of any person. Conduct that

harms or threatens the physical health or physical safety of any person, includes but is not limited to:

- i. Causing bodily harm to a person;
 - ii. Inappropriate and unwelcome physical contact with another person, including but not limited to pushing, slapping, or spitting;
 - iii. Reckless disregard for the physical health or physical safety of any person; or
 - iv. Any verbal threat or physically threatening behavior that would cause a reasonable person to fear for their physical health or physical safety.
- d. **Substantial and Material Disruption with University Activities.** Conduct must not substantially and materially disrupt, impair, or interfere with the following:
- i. The teaching, study, research, or administration of the university;
 - ii. The authorized use of University Property, including meetings of university students, faculty, staff, administrators or guests;
 - iii. The rights and privileges of other University Community Members; or
 - iv. Fire protection, law enforcement, or emergency or medical services.

Disruptive conduct may include but is not limited to the following:

- v. Obstructing, impairing, or interfering with university sponsored or authorized activities or University Property in a manner that is likely to or does deprive others of the benefit or enjoyment of the activity or University Property;
 - vi. Creating a volume of noise that impairs or interferes with university sponsored or authorized activities or University Property in a manner that is likely to or does deprive others of the benefit or enjoyment of the activity or University Property; and
 - vii. Using or threatening use of force against any University Community Member.
- e. **Obstruct Access to Buildings or Impede Movement.** Conduct must not obstruct or block entrances or exits to buildings, or vehicular or pedestrian traffic. Conduct must not restrict the free movement of persons on University Property.
- f. **Conflicts with Reservations.** Conduct must not conflict or interfere with a reservation approved pursuant to the university's Reservation of University Property Policy.

- g. **Alma Mater and Surrounding Area.** The area immediately in front of and immediately surrounding the Alma Mater statue is designated for use by University Community Members to take photographs with the Alma Mater statue during the following periods:
- i. From the Sunday before the first day of instruction for the fall semester to the Sunday after the first day of instruction for the fall semester; and
 - ii. From the Sunday before university-wide commencement in the spring to the Sunday after university-wide commencement in the spring.

Expressive Activities in this area during these periods are subject to the same limitations as set forth in Paragraphs 2(d) and 2(f) of this policy.

For purposes of this paragraph, disruptive conduct includes but is not limited to:

- i. Blocking access to the Alma Mater statue;
 - ii. Preventing the orderly formation of a line for photographs with the Alma Mater statue; and
 - iii. Persistently obstructing, impairing or otherwise interfering with photographs with the Alma Mater statue.
- h. **Noise.** Conduct, must not create, or assist in creating, a Noise Disturbance.
- i. **Amplified Sound.** Amplified sound is permitted in outdoor publicly accessible areas of University Property as follows:
- i. Subject to all applicable limitations in Paragraph 2 of this policy, a handheld, battery-operated bullhorn may be used in connection with Expressive Activities permitted in Paragraph 1 of this policy, except no bullhorns are permitted during reading days and final exam periods as set forth in the university's academic calendar. When permitted and subject to all applicable restrictions in this policy, the bullhorn must be more than 50 feet from and directed away from the nearest classroom building, residence hall, library or the Student Services Building during hours of operation;
 - ii. As approved as part of a reservation request under the university's Reservation of University Property Policy for an event or activity occurring after 5 p.m. or on weekends or if held at Anniversary Plaza or Quad Spaces, for an event or activity occurring from noon-1 p.m. Monday-Friday, excluding reading days and final exam periods as set forth in the university's academic calendar; or
 - iii. As approved by the Chancellor's Special Event Advisory Committee for an event or activity sponsored by a university unit or recognized student organization after considering the

anticipated noise level and potential impact on academic activities or other university activities in the vicinity.

- iv. Amplified sound devices for personal use if not disruptive to university activities, not above the ambient sound level threshold (generally, 50 to 75 decibels), and not otherwise prohibited by university policy.
- v. Noise and amplified sound related to authorized university operations (e.g., approved university sporting or music events, authorized construction and maintenance, or authorized university classes) is not governed by this policy.
- j. **Property Damage.** Conduct that results in or is substantially likely to result in damage or destruction of University Property or property belonging to other University Community Members or Visitors is prohibited. Persons or organizations causing such damage may be held financially responsible, in addition to possible consequences under other applicable policies and law.

As outlined in the Illinois Criminal Code, Interference with a Public Institution (720 ILCS 5/21.2-2):

A person commits interference with a public institution of education when he or she, on the campus of a public institution of education, or at or in any building or other facility owned, operated or controlled by the institution, without authority from the institution he or she, through force or violence, actual or threatened:

- (1) knowingly denies to a trustee, school board member, superintendent, principal, employee, student, or invitee of the institution:
 - (A) Freedom of movement at that place; or
 - (B) Use of the property or facilities of the institution; or
 - (C) The right of ingress or egress to the property or facilities of the institution; or
- (2) knowingly impedes, obstructs, interferes with or disrupts:
 - (A) the performance of institutional duties by a trustee, school board member, superintendent, principal, or employee of the institution; or
 - (B) the pursuit of educational activities, as determined or prescribed by the institution, by a trustee, school board member, superintendent, principal, employee, student, or invitee of the institution; or
- (3) knowingly occupies or remains in or at any building, property or other facility owned, operated or controlled by the institution after due notice to depart.

Examples of Disruptive and Non-Disruptive Behavior

Likely Disruptive Behaviors (includes but not limited to):

- Threats to the health and safety of any members of the university community.
- Preventing freedom of movement by blocking entrances, passive egress, or impeding pedestrian/vehicular traffic.
- Blocking the vision of others in a way that substantially interferes with the event (examples: a poster, a prop, a person's body).
- Moving, altering, or otherwise disturbing physical barricades.
- Producing noise that substantially interferes with the event.
- Directing a laser pointer at a person.
- Turning off lights in the room.

Likely Non-Disruptive (includes but not limited to):

- If signs are allowed in the event, a person holding an 8.5"x11" sign in front of themselves that do not block anyone's view.
- Engaging with a speaker if the speaker chooses to be engaged, understanding that the speaker can decide to stop engaging at any point.
- Brief expressions or reactions that do not prevent the event from continuing.

All individuals are expected to comply with the instructions and directions of university officials acting in accordance with their duties, including UIPD and other law enforcement agencies called on to assist. University of Illinois police officers may require individuals to provide their name or identification as permitted by and in accordance with applicable law (which may include 725 ILCS 5/107-14, temporary questioning without arrest).

University Process for Confronting Disruptive Behavior

The following process sets forth general steps and communication that may be useful in confronting and addressing disruptive behavior. The process follows a tiered approach geared towards voluntary compliance with university policy and appropriate escalation when such individuals or groups refuse to comply with university policy. At any point in the interaction, call 911 if safety is threatened and for other criminal activity. The process should serve as a guideline to be followed when reasonable and appropriate, but the steps and communications should not be interpreted as requirements and the process may vary depending on the nature, duration, severity, and potential or actual impact of the disruptive behavior. The Demonstration Response Objectives set forth above should also guide the response to confronting disruptive behavior.

- If disruptive behavior occurs at an event the event organizer should ask the person to cease. To prevent escalation, issuing a warning before action is taken can be useful but is not a required step.
- If an I-Team member⁵ is on-site the I-Team member can utilize de-escalation techniques as needed and practical to maintain the safety of all as a priority. The I-Team member will respectfully approach those who engage in actions intended to silence protected speech during an event with a request to cease behavior as warranted. The I-Team member will interface with other university staff as needed.
- If the Designated Official determines that a person is exhibiting disruptive behavior at an event, the Designated Official should ask the person to cease the behavior, move to another location that will not be disruptive, or leave. To prevent escalation, informing the person of any applicable university policy or rule and issuing a warning before action is taken can be useful but is not a required step.
- If a Designated Official is not available to assist, the event organizers may choose to contact UIPD. At a minimum, event organizers should document the disruptive behavior with pictures, videos, and witnesses. Documentation of disruptive behaviors should be submitted to the Vice Chancellor for Student Affairs, Illinois Human Resources, and UIPD for evaluation.
- In situations where there is a continued disruption during an event, the Vice Chancellor for Student Affairs, the Chancellor, and the Chief of Police, or their designees will confer to determine whether the disruption warrants authorization to intervene from UIPD. This does not limit the UIPD's authority to respond appropriately to criminal offenses.
- Any threats to Public Safety, as defined in the Expressive Activity on Campus Policy and referenced above, may require immediate police action. In such situations, UIPD may act without consulting the Chancellor or Vice Chancellor for Student Affairs.
- If a group or individual disrupts a gathering, event, or other authorized use of university property while it is being live-streamed by the university itself, the audiovisual technician may pause the audio and video until the program resumes. If it is determined that the program will not continue because of prolonged interruption, the audiovisual technician will cease the live-stream broadcast.
- Arrest by law enforcement is a last resort when the disruption will not cease, and the disruption includes behavior that gives rise to probable cause that a criminal offense has occurred or is ongoing.

⁵ An I-Team member is on-site to monitor dynamics during the event and be sensitive to potential escalations that could lead to violations of university policies or could create hostile interactions between opposing parties.

Individuals Violating Policy & Law

- Students who participate in disruptive behaviors may be subject to disciplinary action and will be afforded all of the rights as outlined in the Student Code and Student Disciplinary Procedures.
- Faculty and staff who participate in disruptive behaviors may be subject to disciplinary action in accord with university policy, state and federal law, and any applicable collective bargaining agreement.
- All individuals who participate in disruptive behaviors may be subject to criminal action as well as letters of no trespass on campus.

II. Preparation for Demonstrations

The university is committed to providing a safe environment for public discourse by dedicating reasonably necessary resources when demonstrations occur and by routinely assessing its event registration and review process, its decision-making mechanisms, and its communication and coordination with outside agencies.

Training

UIPD conducts ongoing training for officers and administrators in the areas of crowd management, mediation, nondiscrimination, de-escalation techniques, the Incident Command System (ICS), and police force options. Exercises and trainings are jointly conducted with university administration and police to rehearse responses to demonstration and civil disobedience scenarios.

Event Reservations

For general information and reservation requests, please visit:

- Reservation of University Property (CAM FO-81)
<https://cam.illinois.edu/policies/fo-81/>
- Reservation Procedures
<https://studentcode.illinois.edu/article2/part5/2-503/>
- Master Space Contact List
<https://operations.illinois.edu/facility-scheduling-and-resources/event-planning-resources/master-space-contact-list/>
- Student Organization Development & Administration
<https://studentengagement.illinois.edu/student-org-development-and-administration/>

Notification of Potential Demonstrations

Various university officials and stakeholders may become aware of a planned demonstration. Those officials and stakeholders include, but are not limited to Designated Officials, event organizers, members of the Special Events Advisory Committee, the Office of Student Engagement, the Office of the Vice Chancellor for Student Affairs, Campus Belonging, and the Office of Strategic Communications and Marketing. These individuals should make initial and ongoing assessments regarding whether scheduled events may include a demonstration. Some factors that may indicate a demonstration will occur include, but are not limited to:

- Public announcement or promotion of a planned demonstration and
- An event or speaker that previously has prompted demonstrations on this campus or elsewhere.

Based on their assessments, the officials and stakeholders should notify the UIPD Executive Director of Public Safety & Chief of Police or designee who may activate the Demonstration Decision-Making Team based on the totality of the information.

Communication with Demonstration Organizers and Event Organizers

The goal of pre-event planning is to share information so that all parties are informed of the plans for the event or demonstration, explore options to improve safety for all parties, review university expectations, and explain any possible consequences for violations of law or policy. Groups consulting with the university should not expect confidentiality about their plans. Throughout pre-event planning, the university can clarify what additional resources are needed and the associated costs.

With effective communication among event organizers, demonstration organizers, and university administration, disruptions can often be avoided and events and demonstrations can take place peacefully without any police intervention. UIPD and Student Affairs staff are eager to meet in advance with groups organizing events or demonstrators with the intent to learn more about the issues at hand and suggest options for minimization of potential issues. University administration may also ask questions or propose adjustments that can facilitate the event or demonstration while maintaining safety.

UIPD may work with the demonstration organizers, event organizers, and the Designated Official to conduct a content and viewpoint-neutral security assessment. A security assessment may be warranted for any event (without regard to size) where there is a possibility or likelihood that behaviors will become disruptive.

Factors for consideration of the security assessment include, but are not limited to:

- Request from event organizers
- Location of the event
- Time of the day of the event
- Estimated duration of the event
- Date and day of the week of the event
- Analysis of expected transportation routes, including arrival and departure times
- Estimated number of attendees from the event organizers and any other relevant information including past or similar events on campus or at other locations
- Resources needed to secure the event including outside areas
- Anticipated weather conditions
- Proximity of the event to other activities or locations that may interfere, obstruct, or lessen the effectiveness of the security measures being considered and/or implemented
- Any similar content- and viewpoint-neutral considerations relevant to the security assessment needs

UIPD may contact event organizers and demonstration organizers if the security assessment reveals specific security or disruption issues. During the ongoing assessment, it will be the responsibility of the event organizers and demonstration organizers to work with the university to remedy the concerns. The security assessment may include a walk-through of the potential site to assess location feasibility. In some instances, the walk-through may reveal changes necessary for the safety of participants. If the security assessment process indicates that the venue is not suitable for the expected demonstrations or reveal other safety concerns, alternate sites may be made available or other safety conditions may be imposed, the event may be modified or postponed, or the event may be referred to the Office of the Chancellor for other actions.

Communication with Campus Community

University administration may communicate with identified affected members of the community about potential disruptions and safety concerns prior to the demonstration or event. This communication may occur through university online website announcements, university email messages, audible announcements at the event or demonstration or other methods as necessary.

Decision-Making Authority

University administration, Student Affairs staff, and UIPD will have responsibility for the university's response to a demonstration, subject to the supervision of the Vice Chancellor for Student Affairs and the Chancellor or their designees.

Without limiting UIPD's authority to respond appropriately to criminal offenses, authorization for UIPD to intervene in an unlawful or disruptive demonstration shall be done by the Chancellor, Vice Chancellor for Student Affairs, the Chief of Police, or the Incident Commander in an activated Emergency Operations Center, in consultation with the Demonstration Decision-Making Team when possible.

Coordination with Outside Agencies

To facilitate coordination and ensure a consistent police response, UIPD will coordinate pre-event planning with any outside law enforcement agencies that may provide assistance. Inviting members of other law enforcement agencies onto university property in response to a demonstration shall be done by the Executive Director of Public Safety and Chief of Police or designee in consultation when possible with the Chancellor. Pre-event planning will include establishing an Incident Action Plan (IAP) outlining police operations for the event. UIPD will conduct all event briefings and determine if and how the IAP will be distributed. In its communications with all involved agencies, UIPD will emphasize the importance of respecting the freedom of expression of all those involved in demonstrations and that the response does not discriminate, including harassment and related retaliation, based on any protected classification, including but not limited to, race, color, national origin, including actual or perceived shared ancestry or ethnic characteristics.

In the event of criminal activities beyond the availability of UIPD staff to appropriately respond, UIPD officers (per UIPD Policy 328, Requesting Outside Assistance) may request outside agencies to assist.

III. Demonstration Response Roles

Demonstration Administrative Review Team

Before

- None identified.

During

- None identified.

After

- Provide annual, or as needed, review of the guidelines set forth in this plan and assessment of university response to demonstrations.
- Provide to the Chancellor and Vice Chancellor for Student Affairs feedback and recommendations on university response to demonstrations.

Demonstration Decision-Making Team

Before

- Assist UIPD in evaluating the results of the security assessment.
- Recommend modifications to the event or IAP that will promote safety.

During

- Provide policy guidance or other direction to UIPD and Student Affairs staff on-site.
- Assist the Vice Chancellor for Student Affairs and Chancellor in determining that a demonstration has become a disruption.
- Oversee, review, and authorize the Incident Action Plan, if needed.
- Coordinate immediate communications to the university, parents, alumni, state and local officials, stakeholders, media, and social media through Public Affairs.

After

- Establish long-term communication plan for the university and stakeholders and implement, if needed.
- Determine process for reviewing After Action Reports and implementing suggestions, if needed.

Demonstrators

Before

- Work in advance with UIPD and Student Affairs staff to describe the plans for demonstration.
- Cooperate with the UIPD security assessment.
- Develop a collaborative plan with the university to help protect the safety of others and to ensure the demonstration does not violate laws or university policy.
- Meet in advance with any individuals who will participate in the demonstration to explain university expectations and the potential consequences for violating laws or policies.

During

- Demonstrate in such a way that does not disrupt the academic or administrative functions of the university or disrupt the free expression of others or threaten public safety.
- Address demonstrators who violate shared expectations for the demonstration.

After

- Cooperate with the After-Action Review.

Designated Official

Before

- Notify UIPD of the event and potential demonstrations.
- Gather information on the event and potential demonstrators.
- Work with event organizers to develop clear parameters for the event (e.g. ticketed event, signs, assigned moderator, audience participation, etc.).
- Cooperate with the UIPD security assessment.

During

- Assist event organizers in responding to disruptive behavior that occurs at an event.
- Pursue tactics designed to diffuse tensions and promote safety.
- Involve UIPD if disruptive behavior during an event cannot be resolved.

After

- Review event with event organizers and event staff.
- Participate in developing the After-Action Review.

Event Organizer

Before

- Notify UIPD of the event and potential demonstrations.
- Meet with university staff to understand responsibilities.
- In conjunction with the Designated Official, develop clear parameters for the event (e.g. ticketed entry, signs, assigned moderator, audience participation, etc.).
- Cooperate with the UIPD security assessment.

During

- If disruptive behavior occurs at an event the event organizer should ask the person to cease. To prevent escalation, issuing a warning before action is taken can be useful but is not a required step.
- If the disruptive behavior continues, the Designated Official may be called upon to assist. If the Designated Official is not available, the event organizer may contact UIPD.
- If a Designated Official is not available to assist, the event organizers should document the disruptive behavior with pictures, videos, and witnesses and submit to UIPD and the Office of the Vice Chancellor for Student Affairs for evaluation.
- If disruptive behavior occurs while an event is being live-streamed by the university itself, the event organizer may have the audiovisual technician pause the audio and video until the program resumes. If it is determined that the program will not continue because of prolonged interruption, the audiovisual technician will cease the live-stream broadcast.

After

- Cooperate with the After-Action Review.

Strategic Communications and Marketing

Before

- Develop and assign responsibility for communications with university and community stakeholders.
- Work with UIPD before the event.
- Monitor social media and news coverage for more information related to the event or demonstrations.

During

- Monitor social media during the demonstration for any activity related to the event or demonstrations.

- Respond to any media requests and provide any official statements or responses on behalf of the university.

After

- Monitor social media and news coverage to understand how the event and any demonstrations are being talked about.
- If necessary, create and distribute official statements or responses on behalf of the university.
- Coordinate and respond to media requests for comment or information.

Student Affairs

Before

- Notify UIPD of the event and potential demonstrations.
- Gather information on the potential demonstration or event.
- Identify the organizer and gather information to aid in the assessment of a potential disruption.
- Assign additional appropriately trained staffing resources to the demonstration and/or event in conjunction with the Designated Official.
- Work with UIPD and the Designated Official to meet with event and/or demonstration organizers before the event.
- Maintain open lines of communication with organizers and demonstrators to provide important updates.

During

- Monitor and observe ongoing demonstration at a safe distance.
- Communicate information, problems and concerns with the on-scene UIPD Incident Commander and Dean of Students or designee.
- Support UIPD's Incident Action Plan, as needed.
- In some cases, the Vice Chancellor for Student Affairs, or designee, in consultation with the Chancellor, or designee, will determine when a demonstration has become a disruption.
- In some cases, the Vice Chancellor, the Chancellor, or their designees will inform the demonstrators that they must discontinue their disruptive behaviors, explaining which behaviors violate university policy, and will advise them how to continue their demonstration in a manner that is not disruptive.

After

- Review event, demonstration, and response with Dean of Students or designee.
- Share information about possible Student Code violations with Office for Student Conflict Resolution (OSCR).
- Participate in the After-Action Report development.

I-Team

Before

- Be aware of planned/potential demonstrations.
- Identify three to seven I-Teamers to staff planned events.
- Consult with the Associate Vice Chancellor for Student Advocacy and Dean of Students and the Assistant Vice Chancellor for Administration and Operations (I Team Coordinators), UIPD, event organizers and related Designated Officials regarding known event information and determine staffing assignment locations.

During

- Be present and visible at designated events wearing I-Team apparel and lanyard badge.
- Communicate with event organizers/facilitators, explaining the purpose of the I-Team.
- Be ready to explain parameters of the Expressive Activity on Campus policy.
- Monitor dynamics during the event and be sensitive to potential escalations that could lead to violations of university policies or could create hostile interactions between opposing parties.
- Utilize de-escalation techniques as needed and practical, maintaining the safety of all participants/attendees as a priority.
- Respectfully approach those who engage in actions intended to silence protected speech during an event with request to cease behavior as warranted (e.g., “heckler’s veto” during an event in a space reserved by the hosting group).
- Interface with other university staff (e.g, University of Illinois Police Department, facility/event managers) at the event as needed.
- Seek assistance when necessary.

After

- Review event, demonstration, and response with I Team coordinators and other stakeholders.
- Participate in the After-Action Report development.

UIPD

Before

- Gather information on the potential demonstration or event.
- Research previous demonstrations or events by organizers at other locations.
- Conduct a security assessment and assess ways to mitigate safety concerns.
- Develop an Incident Action Plan.
- Assign staffing resources to the demonstration or event.
- Work with Student Affairs staff and the Designated Official to meet with demonstration and/or event organizers. Follow-up meetings may be warranted leading up to the demonstration or event.
- Coordinate with outside agencies as needed.
- Activate the Demonstration Decision-Making Team (DDMT).

During

- Monitor and observe the demonstration. Assess potential for violence and harm.
- When necessary, engage with demonstrators for purposes of crowd management, mediation, de-escalation, or to explain and mitigate violations of criminal law.
- Establish separate areas for demonstrators, counter-demonstrators, and access to the venue for event participants.
- Identify and communicate information, problems, and concerns to the Executive Director of Public Safety & Chief of Police.
- Intervene and enforce criminal law as necessary.
- Create an accurate record of the actions of everyone during demonstrations. This may include use of neutral observers, videotaping activity at the demonstration, or creation of after-action reports following any police response to a demonstration. In particular, police should record all dispersal orders, all arrests, and any use of physical force, to the greatest extent possible.

After

- Address any injuries or ongoing safety issues.
- Communicate with the Executive Director of Public Safety & Chief of Police or designee.
- Prepare the After-Action Report.

IV. Teams

Demonstration Decision-Making Team

The Demonstration Decision-Making Team (DDMT) is comprised of senior university administration with the ability to quickly assemble and to plan for demonstrations, to evaluate and make decisions regarding planned or active demonstrations, and to provide guidance to university staff facilitating specific campus events. The team will consist of the following standing members (or their designees):

- Chancellor
- Interim Vice Chancellor for Administration & Operations
- Vice Chancellor for Student Affairs
- Vice Chancellor for Diversity, Equity, & Inclusion
- Associate Chancellor for Public Affairs
- Executive Director of Public Safety & Chief of Police
- Executive Director of Emergency Management
- University Legal Counsel
- Dean of Students
- Special Events Advisory Committee Chair

The DDMT may include additional members as needed.

Demonstration Administrative Review Team

The Office of the Chancellor charges the Demonstration Administrative Review Team (DART) with the ongoing review of the guidelines set forth in this plan and assessment of the university's response to demonstrations. The team will consist of the following members (or their designees):

- Chancellor
- Provost
- Interim Vice Chancellor for Administration & Operations
- Vice Chancellor for Student Affairs
- Vice Chancellor for Diversity, Equity, & Inclusion
- Vice Chancellor for Research and Innovation
- Chair of the Senate Executive Committee
- Associate Chancellor for Public Affairs / Strategic Communications and Marketing
- Associate Chancellor for Human Resources
- Executive Director of Public Safety & Chief of Police

Emergency Management

- Executive Director of Emergency Management
- Associate Vice Chancellor and Executive Director of Facilities & Services
- University Legal Counsel
- Illinois Student Council President

Appendix A — Relevant Policies, Procedures, & Laws

This is not meant to be a comprehensive list of every applicable policy, procedure, and law but a representative list of links guiding the Demonstration Response Plan as well as decisions and actions taken as a result.

Policies

- Campus Administrative Manual Policy on Expressive Activity on Campus (CAM FO-82)
<https://cam.illinois.edu/policies/fo-82/>
- Campus Administrative Manual Policy on General Use Of and Access To University Property (CAM FO-15)
<https://cam.illinois.edu/policies/fo-15/>
- Campus Administrative Manual Policy on Reservation of University Property (CAM FO 81)
<https://cam.illinois.edu/policies/fo-81/>
- University of Illinois Campus Administrative Manual
<https://cam.illinois.edu/>
- Student Code
<https://studentcode.illinois.edu/>
- University Code of Conduct
https://ethics.uillinois.edu/compliance/university_code_of_conduct
- State of Illinois Code of Personal Conduct
<https://www2.illinois.gov/sites/doit/tmpPersonnel/Documents/4Policies/Code%20of%20Personal%20Conduct.pdf>
- University of Illinois Statutes
<https://www.bot.uillinois.edu/governance/statutes>
- Civil Service Policy and Rules
<https://www.hr.uillinois.edu/cms/One.aspx?portalId=4292&pageId=5667>
- State University Civil Service System Statutes and Rules
<https://www.sucss.illinois.gov/pages/sar/default.aspx>

Procedures

- Reservation Procedures Outlined in the Student Code
<https://studentcode.illinois.edu/article2/part5/2-503/>
- Master Space Contact List
<https://operations.illinois.edu/facility-scheduling-and-resources/event-planning-resources/master-space-contact-list/>

- Student Organization Development & Administration
<https://studentengagement.illinois.edu/student-org-development-and-administration/>

Laws

- Illinois Criminal Code, Interference with a Public Institution of Education (720 ILCS 5/21.2-2)
<http://www.ilga.gov/legislation/ilcs/fulltext.asp?DocName=072000050K21.2-2>
- State of Illinois Ethics Act (5ILCS 430/)
<http://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2529&ChapterID=2>
- National Fire Protection Association (NFPA), Life Safety Code, 2000 Edition
<https://www.nfpa.org/codes-and-standards/all-codes-and-standards/list-of-codes-and-standards/detail?code=101>

Appendix B — Glossary of Terms

After-Action Report — a detailed critical summary of a recent incident made for the purposes of re-assessing decisions and considering possible alternatives for future reference.

Designated Official — the individual authorized by the Chancellor or designee to determine whether units or organizations may use university premises and facilities and who specializes in event management for a particular facility. The Office of the Vice Chancellor for Administration and Operations maintains a list of Designated Officials.

Demonstration — a public meeting, rally, or march for the purpose of protesting against or expressing views on something.

Disruption (or Disturbance) — a breakdown of peaceful and law-abiding behavior.

Disruptive Behavior — conduct that causes or is intended to cause disruption on the campus or at or in any building or facility owned, operated, or controlled by the university. Disruptive behavior may include but is not limited to:⁶

- knowingly denying an individual: (a) freedom of movement; (b) use of the property or facilities; (c) right of ingress or egress to the property or facilities; or
- knowingly impeding, obstructing, interfering with, or disrupting: (a) the performance of university duties by a university trustee, officer, employee, students, or agents; or (b) the pursuit of educational activities by the university, its trustees, officers, employees, students, agents, or invitees; or
- knowingly occupying or remaining in or at any building, property, or facility owned, operated, or controlled by the university after receiving due notice to depart.

Due Notice — the individual or group of which they are a part has been given oral or written notice from the university in a manner reasonably designated to inform the individual or group that they should cease such action or depart from the premises. The notice may be given by a printed notice forbidding entry conspicuously posted at the main entrance of the building, property, or facility or the forbidden part of the same.

Incident Action Plan — an oral or written plan containing general objectives reflecting the overall strategy for managing an incident. It may include the identification of operational resources and assignments. It may also include additional information providing direction and important information for management of the incident during one or more operational periods.

⁶ See 720 ILCS 5/21.2-2 – Interference with a Public Institution of Education

Appendix C — APLU Statement on Free Speech

Association of Public & Land-Grant Universities⁷ (APLU) Statement on Public Universities' Commitment to Free Speech

Free speech is the lifeblood of our democracy. It is the foundation of academic inquiry. And it is essential for providing a robust learning environment for an increasingly diverse student body. As public institutions, public universities are rightly held to constitutional standards for protecting speech.

Public universities are firmly committed to ensuring their students are exposed to an array of ideas and opinions — those with which they agree and, importantly, those that challenge their perspectives and worldview. Any attempt to limit the free exchange of ideas is an affront to our shared values as Americans.

The vital importance of these civil liberties makes them no easier to safeguard. While sometimes challenging, public universities must protect constitutional speech even if it is odious and hateful. Public universities and their leaders seek to continuously learn from their experiences as they facilitate the expression of clashing opinions and foster a productive learning environment.

It is precisely because of this unwavering commitment to free speech that provocative individuals target public university campuses to deliver speeches. While even the most inflammatory individuals have a constitutional right to speak, there is a stark difference between those seeking to advance a public dialogue and those who aim to deliberately sow discord, denigrate others, and foment violence.

Despite those efforts, public universities are redoubling their work to educate the next generation on the constitutional right to free speech and the importance of protecting it. Such environments allow students and guest speakers of all conceivable viewpoints to engage in countless acts of free speech each day on public university campuses.

Just as communities across the country struggle to facilitate free and civil debate at a time when polarization has reached new heights, public universities must strive to safeguard those civil liberties on their campuses. With a mission to advance the public interest, public universities have a responsibility to not just to be outspoken advocates for free speech, but leaders in providing a forum for civil discourse and disagreement.

Adopted: April 2018

⁷ Robert J. Jones, Chancellor, University of Illinois Urbana-Champaign and member of the Association of Public & Land-Grant Universities Board of Directors, is the Chair-Elect